

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

Salem United Church of Christ
Alleman, Iowa

Pastor

Iowa, Nebraska, and South Dakota Conferences of the UCC

[2-9-23]

LOCAL CHURCH PROFILE CONTENTS

Position Posting

Who Is God Calling Us To Become?

Who Are We Now?

Who Is Our Neighbor?

References

Consent and Validation

*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”
(2 Corinthians 9:8)*

INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

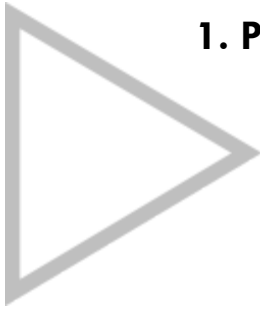
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings and many prayers. As the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (**WHO IS GOD CALLING US TO BECOME**). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11- Year Report containing data as reported by your congregation annually to the UCC Data Hub, and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: Salem United Church of Christ

Street address: 320 NE 141st Ave, Alleman, Iowa

Supplemental web links: <https://www.facebook.com/SalemUnitedChurchOfChristAllemanIowa>
<http://salem-ucc.360unite.com> (work in progress)

Additional ecumenical affiliations (e.g. denominations, communions, fellowships):

Conference: Iowa Conference which is part of the Tri Conference

Association: Iowa Central Association

UCC Conference or Association Staff Contact Person:

Rev. Sarah Rentzel Jones

Associate Conference Minister

808-631-2444 (cell)

sarah@ucctcm.org

iowaucc.org

Summary Ministry Description:

In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

Salem UCC is a resilient community church located in Alleman, Iowa and centered among the growing communities of Ankeny, Ames, Des Moines and Polk City in Northern Polk County. Located in an area of great growth, we look to the future of Salem and how we will evolve our ministry, mission, and expand our congregation. Over the last 4 years we have thrived with an atypical pastoral leadership model and are open to all possibilities, from full-time to part-time ministry. We see ourselves as a community led by the Spirit of Christ to serve both our congregation and our neighbors through active participation and ministry. We are seeking an energetic minister(s) to inspire, motivate, teach and guide us on our journey of faith, as individuals, Church and community.

Photographs:

Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.





What we value about living in our area (2 – 3 sentences):

Each week, our pews seat an array of church-goers. Represented are guests and newly joined members, founding members, great-grandparents to newborns and everything in between. Our doors are open and our community is welcoming to any who wish to celebrate the Gospel of Christ. We are a rural neighbor helping neighbor community, yet we are within minutes of Ankeny, Ames, Des Moines and Polk City. There are multiple educational, entertainment, sporting, and recreational opportunities surrounding the Alleman area. Salem is located near multiple school districts which take pride in their academic accomplishments and offer a wide range of extra curricular activities. Salem UCC encompasses small town values with large metro opportunities.

Current size of membership:

- 156 active members
- 59 inactive members

(Inactive is defined as a member no longer participating in life at Salem but has not requested removal or transfer of membership.)

Languages used in ministry (other than English):

English only

Position Title:

Pastor

Position Duration (choose one, delete the other options listed):

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association.

Compensation Level (choose one, delete the other options listed):

Full Time Pastor, open to $\frac{3}{4}$ or $\frac{1}{2}$ pastoral leadership.

Does the total support package meet conference compensation guidelines?

Cash salary will meet conference guidelines.

1b. SCOPE OF WORK

- Prepare and lead Sunday Worship
- Pastoral care
- Assist and oversee the development and leadership of educational programs, including Sunday School, Confirmation, Youth Group, Young Adults Group
- Assist in planning and leading adult learning opportunities throughout the year.
- Community involvement/engagement through local ministry
- Wedding, funerals, baptism, special services
- Participate in wider church activities such as conference and association meetings
- Honor community contacts and support community ties
- Continue self-education / Continuing education
- Serve as intermediary of the board and congregation
- Head of staff

Core Competencies:

(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)

- Inspiring speaker with excellent communication skills
- Energetic leader for education with an understanding and ability to minister to all stages of human development across the lifespan.
- Empathetic listener that can provide hope and compassion to all of God's creation.

1c. COMPENSATION AND SUPPORT

Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance):

Conference guidelines

Benefits (choose one):

Salary plus Benefits for full-time

- Cash salary to meet conference guidelines
- 25 days paid time off (4 weeks)
 - Includes 4 Sundays
- Continuing education per board approval
- Social security offset to be paid
- Pension and other benefits negotiable

What is the expected living situation for your next minister (e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed)?

Salem would prefer our pastor live within a 10-mile radius of the church, but open to further locations that may suit your needs. Due to the rapid growth of the community and surrounding area, there are ample housing options available.

State any incentives (e.g. school debt reduction or retention bonus after a certain number of years in position):

- Student debt repayment up to \$5,000 for ministers with less than 5 years of experience.
- Sabbatical after 5+ years of service at Salem with board discussion and approval.

Describe peer and professional supports available for ministers in your association/conference:

- Iowa Conference Staff for support
- Attend association gatherings 2x per year to represent Salem UCC
- Joint annual meetings to attend for NE/IA/SD UCC
- 2030 clergy group
- Area church pastors

1d. WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

- To inspire and connect Salem UCC to God's word and community.
- To help guide in membership growth.
- To engage the congregation to support each other and community in times of need.
- To deepen the understanding of God's word through inspiring spiritual messages and quality educational program(s).
- Assist in transitioning to a more contemporary/modern style by providing messages that are relatable to all ages and that members take outside the walls of the church each week.
- To create energy and motivate members to serve and share the Word of God.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

Salem UCC's vision is to expand our presence in our local communities by promoting service and growth, becoming a serving member of the body of Christ. We are seeking guidance and motivation from our called pastor to inspire active ministry and service in God's world.

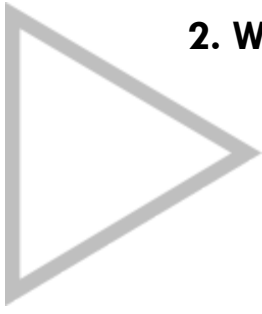
Beyond inspiring and leading the congregation to serve beyond our walls, we would also like our called pastor to be a recognized, active member of our communities. We believe this can be accomplished by taking a genuine interest in our members' involvement outside of the church.

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

We expect our called pastor to have a willingness to understand the rural agricultural and small-town community from which Salem has flourished as we and the communities around us continue to grow. Through this understanding, be able to communicate and effectively guide us on our faith journey as our world continues to evolve around us. Helping us to be an active, positive participant in this process.

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

- Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
- Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- Leading faith formation effectively across generations.
- Understanding community context and navigating change with a community.



2. WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

In 2019 our congregation completed a church assessment. From this we learned that:

God is calling us to ...

- become more intentional in sharing the Word of God with others beyond our doors and within our church and mission.
- be a church with strong relationships among the congregation and community.
- use our talents to serve the church and those around us.
- invest in the faith development of our future generations.
- become more excited about hearing God’s word and DOING God’s work.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

Our founding roots have called us to be a community where everyone knows each other and helps one another in times of need. Although we do not intend to lose those core values of our community, Salem is struggling to achieve the growth we would like to see as a congregation and also as a presence for Christ in our greater community.

- 1) Starting in late 2019, our congregation has had the ability to reflect on our desires and has discovered new leaders of faith within our own walls. Rediscovering that we are the church and the working body of Christ while also experiencing many different voices and worship styles through pulpit supply and guest ministers. We have come to enjoy the “new and different” and are open to the positives of change.

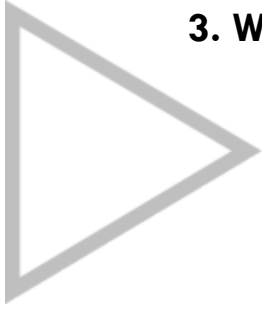
As the pandemic changed how we gathered and functioned as a church, we utilized pulpit supply and eventually shifted to a part-time minister. We began attending services in our cars with speakers and open car windows. Music transitioned to the keyboard and bulletins were sent via email. As weather permitted, we moved to the lawn next to the church with designated areas for family units to maintain social distancing. Being outside facilitated change to the structure and layout of our services. We dropped long-standing practices, like the doxology, and had more non-traditional four legged attendees during services. Communion went to prepackaged cups. When colder weather hit, we transitioned back to our cars and increased our technical abilities with a low frequency radio signal.

In the summer of 2020, one of our outdoor worship services featured live jazz musicians. Responses from the neighbors who could hear the music were overwhelmingly positive. Therefore the following year, rather than have the concert during Sunday service, we held a community concert on a Saturday night in collaboration with the city of Alleman. Jazz in July is now an annual event we've begun hosting each year.

In the fall of 2021, we shifted back inside and restarted Sunday school and confirmation. Our November harvest dinner was drive-through only and to our surprise we sold as many tickets as the last time we had a dinner in 2019. The pandemic provided us with many challenges, but it allowed us to continue to learn how to adapt and discover who we are as a church.

- 2) Our church has beautiful stained glass windows. Due to aging and UV damage, the windows needed restoration. A bid of \$52,085 was received from Associated Crafts and they assigned a cost for each window. This project was mentioned at Salem's January 2019 annual meeting and was followed up with articles in the monthly newsletter which is sent to members and friends of Salem. The first and second large windows were pledged for and paid by two separate friends of Salem from out of state. Both donations speak to the deep and life long connections developed at Salem.

Fundraising continued with several families requesting memorial money be applied to the project. Complete funding for this project was achieved by its completion in May of 2020. Outside of the annual meeting and monthly newsletter, funding of the window repair was done without significant effort by the board.



3. WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

God is speaking, open your heart.

Come and listen.

Go and serve.

While the three points above state simply the principles of what we feel is our current mission, we as a community feel we need to develop more fully our true mission statement. A process we plan to start working on during our interim period.

The Holy Spirit is present during this time of transition while we are not under the leadership of a settled minister. The Holy Spirit is guiding us to work together in this time of change as we rediscover who we are as a church. We have continued in the growth of our congregation and development of new youth programming. We are in the process of redesigning our Christian education, to include but not limited to, confirmation, youth group, Sunday school and adult small groups. The Spirit is guiding us to change our way of thinking and the process in which we have worked in the past. Salem as a whole is working on coming together. We understand that in order to grow and become a healthy vibrant Christ centered community, we need to rethink our ways of being and doing. This will allow for the true Spirit of Christ to flourish and guide us for the betterment of the congregation and community in which we serve.

Describe several strengths or positive qualities of your congregation.

- Supportive of members who are in need or hurting
- Comes together in times of need for the church, both through service and monetary means
- Strong family ties and history
- Welcoming of new families and individuals
- Value time of fellowship
- Annual Harvest dinner serving our greater community
- Open to new ideas

Describe what worship is like when your congregation gathers.

For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?

Worship is now back in Salem's sanctuary with several outdoor services during the summer. Salem typically follows the three-year lectionary calendar. In the past, Sunday services have been very traditional. Since the pandemic, we've had a more flexible format to our worship services. We recently did an infant baptism and the child's name was displayed on our baptismal banner. The service began in combination with the children's sermon in which the children blessed the water. After the baptism and vows, the newly baptized child was carried down the center aisle for the congregation to welcome them into our church family.

Words to describe good preaching:

- Inspiring / engaging
- Enthusiastically delivered
- Relatable to everyday life / all walks of life
- Impartial or unbiased messages

Describe the educational program/faith formation vision of your church.

For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

Education development is a focus of current restructure for Salem. Though we have seen a decline in the overall number of youth pre-k through 12th grade because of change in dynamics of the congregation through recent years. We currently have a group of active tweens and a number of children under the age of 6. There is also a small group of high school age youth that have the potential of becoming more active with the right leadership and engaging programming. We have resumed adult Sunday school held prior to church and led by the pastor. There is the potential to add to or create more small groups as we continue to discuss and develop new opportunities here at Salem.

Confirmation is conducted between the 6th and 8th grade school year depending on the number of youths for the year. Our last confirmation class was 4 students in 2019. Currently there are 7 students that began confirmation in 2021. These students are active throughout the church and other youth activities.

The youth and younger adults are actively engaged throughout the church. Examples include:

- Confirmation class lead worship services
- Sunday school and confirmation kids actively involved in service activities
- 2 board members under 45 years of age
- 2 search committee members under 45 years of age

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

Decisions are made through the church board as they represent the congregation as a whole. Communication takes on various forms to reach all members including weekly email updates, monthly newsletter, social media, and Sunday morning announcements.

The Minister at Salem provides guidance to the board. There are numerous committees and representatives throughout the church that help with the daily functioning of the church and report back through the board and/or pastor.

1. Church Board - 9 members
 - a. Pastor
 - b. Women's Fellowship
 - i. Women's Fellowship SubCommittees
 1. Kitchen Supplies
 2. Condolences Hostesses
 3. Condolences Kitchen Staff
 4. Funeral Hosts
 5. Receptions and special events committee
 - c. Pastor Parish Relations
 - d. Alter Flowers, Paraments, Candles
 - e. Harvest/Church Dinner Committee
 - f. Communion Cups
 - g. Fellowship Hall Tables
 - h. Easter Breakfast Committee
 - i. Historical Committee
 - j. Madrid Home Liaison
 - k. Memorial Committee
 - l. Association Delegates
 - m. Conference Delegates
 - n. Christian Education Committee

During this time of transition, we are looking at how we are organized, how we can offer more opportunities for individuals to become engaged in church life, and where improvements can be made with both communication and structure.

When it comes to decision-making, how many hours are spent in meetings per month?

The board meets monthly and extra meetings are held as needed. The board makes most decisions on behalf of the church. Committees are filled by various members through appointment and volunteers. Current time commitment averages 4-6 hours per month for the board.

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

On August 10th, 2020, much of Iowa was devastated by a derecho. Salem sustained significant damage to the grounds and building. The church pulled together quickly to mitigate damages. A broken window was boarded up within hours. Without power for five days, generators were brought in by church members to remove water from the basement. In addition to structural damage, many large established trees were destroyed. Church and surrounding community members came together to clean up the debris within days of the storm. Additionally, the church organized a group clean up to assist members in need. Over 25 church members assisted over multiple days, going to homes of the congregation as well as the local cemetery. In a time of chaos, Salem again exhibited its ability to pull together quickly to help those in need.

Not only were we able to take immediate action, but we were inspired to continue the beautification of our church grounds. Spurred by our need to replant trees, we now have an active landscaping committee and an inviting setting for our outdoor services.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? [Yes/No]

Yes, the congregation approved an updated constitution and bylaws at the January 2022 annual meeting.

3b. 11-YEAR REPORT

See attached report.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	156	
Number of active non-members:	3	
Total of church participants (sum of the numbers above):	159	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	90%	
Less than 10, more than 5 years:	5%	
Less than 5 years:	5%	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
15	10	10	19	7	13	36	19	27	✓ Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	9%	
Households with minors:	23%	
Single adults age 35-65:	5%	
Joint households with no minors:	43%	
Single adults over 65:	18%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	18%	✓ Yes
College:	37%	✓ Yes
Graduate School:	11%	✓ Yes
Specialty Training:	8%	✓ Yes
Other: Some college	26%	✓ Yes

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	43%	✓ Yes
Adults who are retired:	31%	✓ Yes
Adults who are not fully employed:	2%	✓ Yes
Self employed	22%	✓ Yes
Stay at home parent or grandparent	2%	✓ Yes

Describe the range of occupations of working adults in the congregation.

- There are professional workers in banking, real estate, property management, technology, retail insurance industry, medical and educational industries.
- Self-employed are farmers /agricultural related industry and construction industry.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

The members of our congregation are primarily of Norwegian, Swiss, Irish, English and German heritage and ethnicity which mirrors the community in which we are located.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

The board has had conversations regarding this topic, however, there has not been any formal congregational discussion in recent years. As the surrounding communities continue to grow and become closer neighbors to Alleman, we continue to welcome diversity into our church with open arms.

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	10-15	Women’s Fellowship is planned by officers
Baptisms <i>(number last year)</i>	2	Pastor & Elder
Children’s Groups or Classes	11	Christian Education Committee/Church Board
Christmas Eve and Easter Worship	<ul style="list-style-type: none"> ● 121 Christmas Eve ● 74 Easter Regular 	Christmas and Easter services are planned and led by the Pastor. There is an Easter breakfast committee that plans the meal.
Church-wide Meals	<ul style="list-style-type: none"> ● 55 (2019) ● 82 (2019) ● 65 (2019) 	<ul style="list-style-type: none"> ● Annual meeting meal - Special Committee ● Easter Breakfast - Special Committee ● Valentine’s Day meal - Youth
Choirs and Music Groups	5-7	Pastor/Pianist
Church-based Bible Study	10-15	Pastor lead
Communion <i>(served how often?)</i>	40-60 monthly	Church Board
Community Meals	600+	Annual Harvest Dinner - Special Committee
Confirmation <i>(number confirmed last year)</i>	No 2021 class	Pastor

Drama or Dance Program	N/A	
Funerals (<i>number last year</i>)	6	Pastor & Women's Fellowship
Intergenerational Groups	25-35	Weekly Fellowship Committees
Outdoor Worship	50-60	Church Board
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	1	Pastor
Worship	47	Pastor
Young Adult Groups or Classes	15	Young Adult Leaders
Youth Groups or Classes	7	Youth Group Leaders
Other	4-8	Quilters

Additional comments:

None

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
NONE				

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

None

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Pastors	No	PT \$40/hour	Board	3 years/1 year
Office Manager	No	PT \$600/month	Board	7 years
Janitor	No	PT \$390/month	Board	2 years
Pianist	No	PT \$125/week	Board	3 years
Bookkeeper	No	Budget \$2,500 annually	Board	15 years
Nursery Staff	No	\$20/hour	Board	New

REFLECTION

After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry?

Overall, we see a need to increase mission and educational opportunities for all ages. We would like to continue to expand participation in events, groups and committees. With the growth we are experiencing in our communities, we know we need to continue to reach out to invite new people into Salem's worship and service. We feel Salem is in a good position to renew and revitalize, given solid leadership and direction.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	\$139,800.00
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	
Fundraising Events	
Gifts Designated for a Specific Purpose	\$4,134.00
Grants	
Rentals of Church Building	\$750.00
Capital Fund	
Support from Related Organizations (<i>e.g. Women's Group</i>)	
Miscellaneous and donated items	
Other Memorials :	\$9,200.00.
Other (specify): Capital Fund for landscaping project & interior design project	\$1024 (Landscaping) \$596 (Interior)
TOTAL	\$

Current annual expenses (dollars budgeted for most recent fiscal year):

See attached Annual Report

Considering total budgeted expenses for the year, compare total ministerial support.

What is the percentage?

53% of budget is ministerial support

Has the church ever failed to pay its financial obligations to a minister of the church?

No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (indicate those included during the most recent fiscal year)

- ✓ Our Church's Wider Mission (OCWM – Basic Support)
- ✓ One Great Hour of Sharing
- ✓ Strengthen the Church
- ✓ Neighbors in Need
- ✓ Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%)

The total given is voted on by the congregation annually with budget approval.

What is the church's current indebtedness?

No current debt.

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

Type text here

- Landscaping Improvements - After the derecho in 2020, a committee was formed and we have spent the last two years securing funds and grants to purchase new trees, shrubs and flowers. As of spring of 2022, we've planted more than 20 trees and have several new flower beds ready to bloom.
- Interior Improvements - In early 2022, a group of church members formed a committee, with the board's approval, to lead efforts in making much needed updates to our building's interior. We expect this project to be ongoing over the next 3-5 years.
- Roof Resurfacing - After an inspection, we were made aware that our roof will most likely need to be replaced in the next five years. The board is in the beginning stages of planning a capital campaign for this expense.
- Technology update - Currently receiving and reviewing bids for upgrades to our audio and visual technology.

If the church has had capital campaigns in the last ten years, describe:

Year(s)	Purpose	Goal	Result	Impact
2018	New boiler	\$55,700	\$55,700	Paid via general funds / funds of parsonage sale to replace boiler.
2019/2020	Stained glass window repairs	\$52,085	\$52,085	Structural integrity

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
	Technology update			to be started
	Roof Replacement			to be started

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign.

Mission components have not been included in capital campaigns.

Does your church have an endowment?

No

Other Assets

Reserves (savings): \$185,000.00 which most was from sale of parsonage.

Investments (other than endowment): None

Does your church have a parsonage? No

Describe all buildings owned by the church:

Salem only owns the Church building which is located at:

320 NE 141st Ave.

Alleman, Iowa 50007

Describe non-owned buildings or space used or rented by the church: None

Which spaces are accessible to wheelchairs?

The sanctuary and lower level (fellowship space) are handicap accessible through elevator access. The educational wing is not wheelchair accessible.

REFLECTION

After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

The board and church bookkeeper have a budget session and set a proposed budget which is discussed at the annual meeting. The congregation then votes to approve a final budget.

Our budget reflects the ability of the church to financially support our needs and emergencies that may arise. Benevolences are given based on end of year financial standing and voting at annual meeting.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

The most positive memory, coming from some of our more senior members, was when the Evangelical and Reformed Church and Congregational Churches united to form the United Church of Christ in 1957. The memories shared are of the total change in theology and the preaching of love that strengthened and inspired the congregation, renewing and invigorating the membership.

Salem's congregation has been shaped by many experiences over the years, some positive and some not. Two notable experiences involved called pastors.

Salem had a pastor that was well thought of initially, but as this individual grew in their position, this pastor developed a controlling and micromanaging ego. A "their way or the highway" attitude. This individual was domineering with confirmation, alienating many of the youth and their families. The church lost a staff member and this pastor's attitude allowed a split to form within the congregation and made people feel unwelcome in their church and even in their greater community. This individual resigned due to pressure from members leaving the church. Over the years some of these families returned.

The second example of these two pastors and their issues will be described in the next section on “conflict”.

Finally, we believe one of the most important events in the last ten years was when we found ourselves without a called pastor. The board at first struggled with finding pulpit supply and had a leadership void. After a short time, we as a congregation and board learned how to lead ourselves, teach our confirmation students, and handle all day to day operations. This has taught us that WE are the church and WE lead our church.

Describe a specific change your church has managed in the recent past.

Due to the COVID-19 pandemic, we had been unable to physically meet within our church walls. We met this inconvenience by first worshiping online with other congregations who made their services available via social media platforms. Through those experiences, we learned and developed our own ability to record and post worship in the same manner.

For Easter 2020, we gathered by vehicle for a parking lot service and due to its success, we then decided to hold additional drive-in services. We had been receiving the offering by mail and during the parking lot services. Our Interim pastor offered virtual communion sanctioned by the UCC, as well. The church developed a regular following online and the drive-in services were well attended with increasing numbers. The Alleman Town council voted unanimously to allow Salem to host outdoors and in the parking lot throughout the pandemic.

Our members were actively engaged in ministry during this time, keeping in contact with each other and offering services to those in need. We started an active call and letter writing ministry, increased our presence on social media through daily inspirational messages, and offered multiple ways to be in service to one another and the larger community.

The summer of 2020 and 2021 we held outdoor services on our church lawn which allowed for social distancing in family groups. This was so well received that our attendance increased by approximately 25% and outdoor services were continued in 2022.

COVID has allowed Salem to realize that WE are the church and to embrace the new. Christian Education has a renewed investment as the youth are now of an age to enjoy Sunday School and we have a new confirmation class.

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Describe your congregation’s values and practices when it comes to conflict.

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

Conflict arose with a minister regarding duties of pastoral care and confirmation. These duties had been neglected for some time unbeknownst to the sitting board and parish relations. In pastoral reports, it was indicated that these duties were being performed. Once the board was made aware, a plan for improvement and accountability was formulated. Policies and documents were developed, but prior to policies being enforced, this minister resigned. Moving forward the board plans to use these documents regularly. This resignation led to division in the church that has since begun to heal and members are finding their way back to the congregation.

Ministerial History (include all previous ministerial staff for the past 30 years)

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. W.H. Wittenwyler	1897-1883	
Rev. Fred Mosebach	1884-1898	
Rev. F.W. Engelmann	1898-1907	
Rev. J. Link	1909-1913	
Rev. K. Ernst	1913-1916	
Rev. P.S. Kohler	1916-1930	
Rev. Authur Kruetzman	1931-1945	
Rev. Frank Stucki	1945-1955	
Rev. Dean Bauch	1956-1963	Y
Rev. Reuben Eversman	1963-1973	Y
Rev. Thomas Laufer	1974-1987	Y

Rev. Robert Tripp	1989-1993	Y
Rev. Larry Laske	1994-2000	Y
Rev. Barbara Bullock	2002-2007	Y
Rev. Lyle Avant	2009-2011	Y
Rev. Susan Sickelka	2013-2018	Y
Pastor Scott Valentine (Interim, part-time)	2018 - Present	N
Pastor Scott Whisler (Interim, part-time)	2021 - Present	N

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

We have learned:

- WE are the church and because of this, we've come to realize we did not have to rely on a traditional staffing model.
- Ministers need to have oversight and must be accountable to the board and members.
- We need to write clear job descriptions and expectations and conduct an annual evaluation process.
- The board needs to hold our ministers and staff accountable to job descriptions, goals and expectations.
- That there needs to be transparency and communication in all directions between congregation, board, and minister.

Has any past leader left under pressure or by involuntary termination?

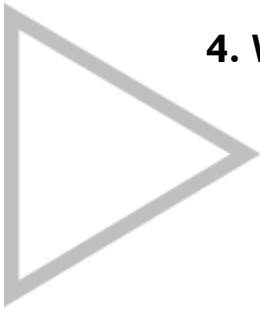
Yes

Has your church been involved in a Situational Support Consultation?

No

Has a past pastor been the subject of a Fitness Review while at your church?

No



4. WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church's engagement with neighbors near or far?

- Annual church Harvest Dinner which is a fundraiser that serves approximately 600 people from the community
- Support Hope Ministry at Christmas time
- Collection donations of clothes, watches, lotions, shampoo, and other items for Madrid Home resident's Christmas gifts
- Adopt a family through North Polk Schools to provide clothes and gifts for Christmas
- In the spring we hold the great cookie bake and ship over 300 cookies to a military unit stationed overseas
- Salem is a depot for Our Church's Wider Mission
- Sponsoring church of The Blessing Box, a local food pantry
- Sponsor Easter Egg Hunt in conjunction with the city of Alleman
- Support Alleman city-wide picnic
- State Emergency Shelter
- Emergency shelter for North Polk Schools
- Host Baccalaureate service each year for North Polk High School graduation
- Provides space to North Polk Schools for off site testing and other needs
- Provides space for local youth clubs such as 4-H
- Provides space for city of Alleman for larger meetings

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ(association/conference/national setting).

Members attend association and conference meetings.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| <input checked="" type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Open and Affirming (ONA) |
| <input checked="" type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input type="checkbox"/> None |

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

Salem continues to grow not only as a congregation but also within our community outreach. As a church we have recently reviewed and have rewritten our outdated bylaws and constitution to be less restrictive and more welcoming to better reflect our church identity. Although we have not gone through all of the formal processes for some of the statements listed above, we are open and inclusive to all and continue to collaborate with the local community. This is a reflection of our willingness to learn more about the statements of witness.

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

- Salem hosts North Polk Baccalaureate with other area churches
- Ash Wednesday service with Elkhart Christian Church
- Women's Day of Prayer with local area churches in Northern Polk and Southern Story Counties
- Vacation Bible School with Palestine Lutheran Church and Fjeldberg Lutheran Church
- The Blessing Box with local area churches
- Des Moines area Church Women United
- Christmas music program with local churches

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

We do not currently have a mission statement, but this is a focus of the 2023 Church Board.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

Salem is looking to grow our community ministry, but we understand as we call a new pastor into our church the commitment initially needs to be focused on understanding and strengthening Salem from within. In doing so, over time, we as a congregation will be able to expand further out into community ministry.

4b. MISSION InSite

Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

Our Insite report shows that we are in an area of tremendous growth opportunity. Our community has the resources to support mission work, however local need is relatively low in the immediate area.

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

Demographics directly reflect the community in which we live.

How are the demographics of the community currently shaping ministry, or not?

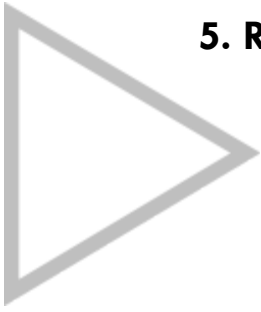
As the metro community continues to grow around us, Salem understands that there is a calling to increase our service and ministry to the community. We also see the growth of the community as an opportunity to grow our congregation as we invite the community into our church.

What do you hear when you talk to community leaders and ask them what your church is known for?

Community leaders in Alleman know that Salem is an open partner within the community to assist in meeting community needs.

What do new people in the church say when asked what got them involved?

Salem is a warm and inviting church where members feel comfortable and “at home”. New members are quick to participate and get involved with church activities.



5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Tim Diebel / Reverend Doctor / Retired
(515-201-8503 / timdiebel@gmail.com / Pulpit Supply Pastor)

REFERENCE 2

Scott Whisler / Reverend / Interim Pastor and Church Consultant
(515-371-2279 / scottwhisler@gmail.com / Interim Pulpit Supply and Adult Christian Education)

REFERENCE 3

Perry Smith / Councilman / Alleman City Council
(515-710-4523 / 25.basmith@gmail.com / Friend of the congregation)

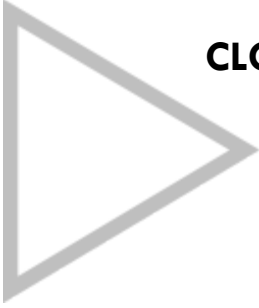
PROMPTS FOR REFERENCES

Describe some areas of strength in this church’s ministry.

Describe some areas for improvement in this church’s ministry.

Describe a significant experience you have had of this church’s ministry.

Anything else you wish to share.



CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

We thank you, Heavenly Creator, for our Church home and family.

Lord, we know you have been preparing the way for us and a new shepherd to guide us. We see the evidence of Your work and grace within us. We have been preparing Your house and our community, cleaning and organizing – anticipating the many new ways, through us, you will use Salem’s sanctuary, classrooms, and grounds for meeting the needs of our congregation. Our hearts and minds have a hunger and a thirst for the enabling of our abilities, through your guidance, to meet the needs of our congregation, our community, and world. We know Jesus is our motivation and inspiration and the basis for Christ’s ministry on earth. As did Jesus, we are always seeking You, God our Father, Your guidance, and doing Your will. We long to see how You will work with us as we continue through this time of change in seeking a new Pastor.

Lord, as you lead the one that will come to guide and serve us, please open their heart and soul to know us, to become one with us, and to love us unconditionally. Likewise, open us to experiencing Your word and presence anew through the individual that You have called to serve us.

Lord, thanks again for all You are doing to bring our new Pastor to Salem.

In Jesus’ name we all pray, Amen.

6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (for example, church council or consistory, transition team, etc.)

- Search Committee
 - Joyce Knight
 - Ashlea Lem (Board Member)
 - Pete Hunter
 - Melissa Ingle (Board Member)
 - Mark Muehlenthaler
 - Char Knight
- Board Members (not included above)
 - Shari Bueler
 - Al Knight
 - Rhonda Claussen
 - Gary Carr
 - Todd Twedt
 - Russ Yarrow
 - Kathy Wampler
- Deb Reinhart (Office Manager)

2. Additional comments for interpreting the profile:

Signed: *M. Ingle*
Name / Title / Date: *Melissa Ingle, Salem UCC Deacon, 02-06-23*

6c. VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment:

To the best of my knowledge, ministerial history information is complete.

Staff Comment:

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment:

My signature below attests to the above three items.

Signature: Sarah Rentzle-Jones

Name / Title: ACM for Search and Call, Iowa, Nebraska and South Dakota Conferences

Email: sarah@ucctcm.org

Phone: 605-413-5567

Date: 2-9-23

**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church’s Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22